

EVIDEN

Cloudreach[™]
an Eviden business

UK Gender Pay Gap

2023 Cloudreach Report

Foreword

At Cloudreach an Eviden Business, we firmly believe in the adage that 'our people are our product'. By fostering a culture that reinforces our conviction in the power of diverse teams to generate varied solutions for our customers and colleagues, we strive to ensure that our colleagues remain engaged, innovative, and productive.

While this report focuses on gender as per UK reporting requirements, our approach promotes equity and inclusion for all individuals, irrespective of location. As evident from the report, the demographics of the technology sector continue to significantly influence our results, with male representation being notably predominant.

Following the Atos acquisition of Cloudreach, as part of the integration of the companies there is a notable change in the organisational structure at Cloudreach, which has impacted the demographics of the legal entity, and as a result, the ability to draw year on year comparisons with our gender pay gap.

Nevertheless, as part of the Atos organisation, we have continued to take substantial measures to address the gender pay gap, by implementing equitable reward practices, eliminating barriers to entry and progression across the organization, and actively targeting diversity imbalances through our entry-level talent program.

We acknowledge that effecting meaningful change requires time, and closing the gender pay gap is a journey that cannot be achieved overnight. Therefore, we remain committed to implementing various initiatives that challenge stereotypes and create opportunities for women and other underrepresented communities and within our industry at large.

Our dedication lies in making a tangible difference by fostering an even more inclusive and diverse workplace environment.



Steven Lawrence

DECLARATION

We hereby confirm that the gender pay gap calculations for Cloudreach, an Eviden Business, are accurate and comply with the guidelines outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since 2017, the UK Government requires all UK companies with 250 or more employees to report their gender pay gap between female and male employees on an annual basis. In this report, we will refer to both equal pay and the gender pay gap:

15.40%

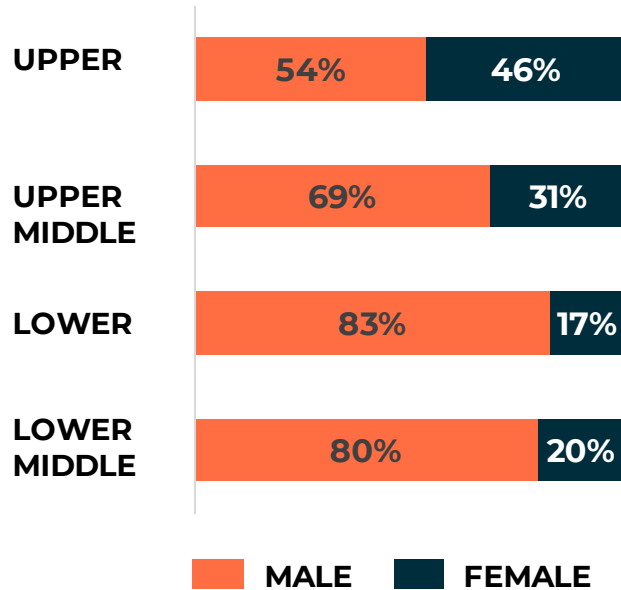
MEAN
Gender Pay Gap

18.00%

MEDIAN
Gender Pay Gap

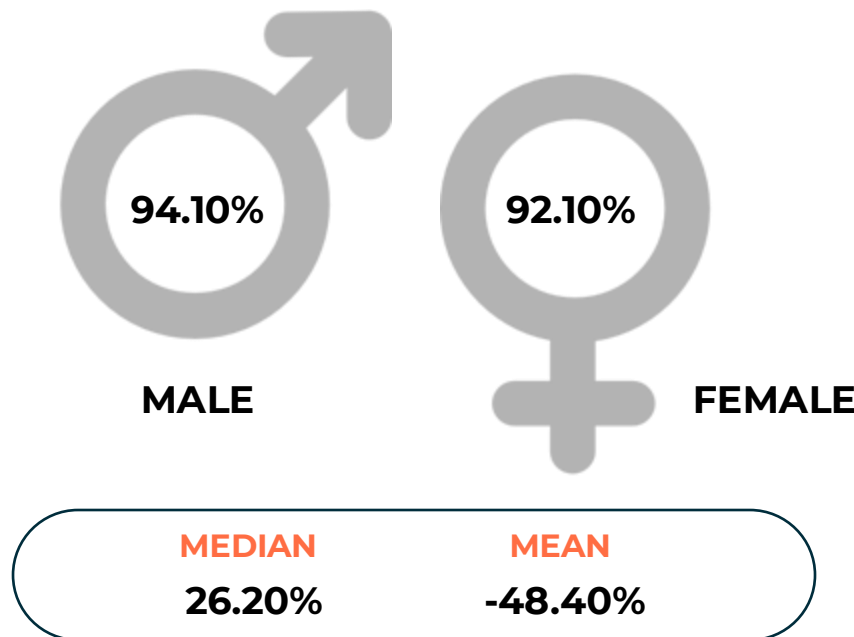
Pay quartiles

% of employees in each pay quartile



Bonus Pay Gap

% of employees receiving bonus pay



Pay gap findings

Our 2023 results show our mean gender pay gap has increased from 12.9% to 15.4% since 2022, however, the main driver for this shift is due to the integration of the organisation following the Atos acquisition of Cloudreach, where we have seen significant changes over a short period of time related to the organisational structure within the legal entity, particularly at the senior level. This means we have a new baseline to work from. However, we were pleased there has been less of an impact at the lower and lower middle quartiles, which have continued to see a rise in female representation since 2022 from 21% to 46% and 21% to 31% respectively due to our efforts in nurturing entry level talent within our organisation. We continue to see bonus payments continue to be in favour females, particularly in senior positions. Overall, considering the organisational changes, we see a significant opportunity ahead. We continue to uphold an optimistic outlook regarding our efforts to reduce the gender pay gap as part of the Atos Group. Our Action plan aligned with our Diversity, Equity & Inclusion strategy, we persist in propelling forward our objectives concerning gender and ethnicity. In tackling our pay gap, our commitment extends to pivotal areas. The Diversity steering committee, comprising employee networks with dedicated Executive sponsors, operates collaboratively, acknowledging intersectionality and spearheading joint initiatives to support all women and ethnic minority colleagues throughout the organisation. Augmenting these efforts, our Allies programme plays a crucial role in fostering DEI learning across all employee groups.

Atos Group Action plan

Monitoring and Analytics

This integral aspect of our strategy empowers us to establish objectives, assess our performance, and maintain a high level of accountability. Our ongoing internal efforts to enhance attribute disclosure persist as we strive for a more comprehensive understanding of our colleagues' diversity and actively pursue advancements. Key initiatives include:

- Enhancing our HR Analytics capabilities to systematically track and analyse diversity data, extracting valuable insights to identify and address areas for improvement.
- Aiming to achieve a voluntary ethnicity declaration rate of 90% to bolster the accuracy and depth of our diversity data.
- Upholding our commitment to fostering racial and ethnic diversity within our organisation through active participation in the 'Change the Race Ratio' initiative.

Employee Lifecycle

Our aspiration is to cultivate a diverse and vibrant workplace by attracting, hiring, developing, and retaining individuals with unique backgrounds. We are committed to supporting underrepresented groups, particularly those historically marginalized in the technology industry. Key initiatives include:

- Representation: Establishing targets for increased diversity at all levels to ensure inclusivity. This commitment aligns with our membership in the 30% Club and Tech Talent Charter, aiding in the advancement of women from diverse backgrounds into senior positions.
- Inclusive Recruitment Practices: Implementing an end-to-end recruitment process that prioritizes inclusivity. This involves monitoring promotional materials, forming diverse selection panels, utilizing gender-friendly job descriptions, and ensuring governance at the highest level with a focused diversity lens.

Inclusive Leadership

We are committed to proactively addressing disparities in career advancement by providing opportunities for all women and colleagues. This includes sponsorship from senior leaders and participation in specialised mentoring, coaching, and leadership programs. Key initiatives involve:

- Championing Inclusive Leadership: Conducting listening sessions with colleagues from Black, Asian, and other ethnic minority backgrounds alongside our Executive team as part of our 'Empower programme'.
- Training and Education: Implementing programs for line managers and senior leaders, focusing on Diversity, Equity & Inclusion, and unconscious bias awareness.
- Executive-led Communication: Consistently promoting our Diversity, Equity & Inclusion, and wellbeing to emphasize its importance throughout our organisation.

Role Models & Advocates

One of our key objectives is to enhance diversity within the technology industry. This goal will be achieved not only through our internal attraction and recruitment initiatives but also by collaborating with our partners and suppliers to cultivate an inclusive culture within their organisations. Key initiatives include:

- Collaborative Leadership: Partnering with clients to host our annual Diversity, Equity & Inclusion summit, fostering thought leadership to drive transformative change within our industry.
- Inclusive Culture: Establishing a positive and inclusive work environment that attracts and retains talent from diverse backgrounds. Partnering with our Employee Networks to foster a sense of belonging.
- Empowering Our People: Programs such as 'We Are Allies', Diversity, Equity & Inclusion pledges and training, opportunities for mentorship, and support for employee networks to empower our workforce in contributing to change we seek.

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Thank You !

These endeavours are essential components of our overarching strategy aimed at ensuring equality throughout our entire company. Our dedication to nurturing a diverse, and inclusive environment for every colleague remains steadfast.

Further information on our Diversity, Equity & Inclusion strategy can be found on our [Atos.net](https://atos.net) website.